



Negotiations Update May 14, 2013

At the May 1, 2013 negotiations table, the CCE & District came to tentative agreements (TA's) on both Article 7 "District Rights" and Article 13 "Health and Welfare Benefits. We have four remaining Articles: Article 12 "Compensation", Article 6 "Union Rights", Article 19 "Grievances" and Article 3 "Definitions". Please read below for detailed information on each article discussed.

Article 7 "District Rights" TA'd

After much discussion, and with the assistance of our Legal Counsel, both the CCE and District agreed upon the rights afforded to the District by law without waiver of any of the CCE/AFT's legal bargaining rights

Article 13 "Health and Welfare Benefits TA'd

The CCE worked very diligently to protect our health benefits and we succeeded. We worked through Justice Team 6, and closely with our Faculty negotiators and were able to accomplish equity in this article! The article was TA'd without a loss, without caps or take-a-ways to our current Benefit plans. This agreement will bring a new option to those classified employees with duplicate coverage's from another non-District employer. This is one of the articles that has a re-opener clause, every year, if either party wishes to re-open.

Article 12 "Compensation"

The CCE/AFT negotiation team is working through the information requested from the District. Once the information is analyzed, the CCE/AFT negotiations team will be able to make a counter offer.

Article 6 "Union Rights

The CCE/AFT plans to counter at the next negotiations meeting. The counter is based on rights afforded by law to the union, much like the "District Rights" article.

Article 19 "Grievances"

The CCE/AFT has consistently been asking for status quo and equity across the board in all articles. Binding arbitration is very important in order to have finality in any subject that may arise. The District has agreed to Binding Arbitration with the Faculty Contract,

yet they have taken the stance that Binding Arbitration with the Classified is not in their best interest. Binding Arbitration is the last step of the Grievance process and is the only issue holding up the article from being TA'd.

Memorandum of Understanding - Classification Study – Segal Company

The classification study was also brought up at this meeting. The CCE continues to fight for valid and accurate job descriptions that reflect the work the District expects the employees to perform. The District has been unwilling to discuss this concern and reports that at the time the job descriptions were written by Segal, they are accurate. The District and CCE/AFT negotiations teams had very candid discussion on the concerns each party had regarding the Segal Study. We are hopeful and dedicated to working together to find an acceptable resolution.

The next negotiation meeting is May 16, 2013.

Other News:

- A general classified staff meeting on June 6th from 12:30-1:30. Agenda includes swearing in new CCE/AFT Union officials. The meeting will be held in MD-157, please plan to join us.
- Thank you to all who have volunteered to serve as a CCE representative for the Selection Committees, Councils, Work-Groups, and in an Accreditation writing team. Your participation is phenomenal and is important to the campus community and classified staff to have a voice at these meetings.
- Membership update: We need two more union members to be at 60%! Join today, we are so close to ratifying the first contract and remember, only union members can vote!!

In Unity, CCE/AFT Negotiations Team,

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Anel Gonzales

Chris Wick

Debbi Claypool

Kathy Davis

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